

Ref #	Hits	Search Query	DBs	Default Operator	Plurals	Time Stamp
L1	8	((("6189029") or ("5758324") or ("5832497") or ("5875436") or ("5884270") or ("5978767") or ("5978768") or ("6070143")).PN.	USPAT; USOCR	OR	OFF	2004/12/27 11:59
S15 0	1	("6289340").PN.	USPAT; USOCR	OR	OFF	2004/12/22 17:50
S15 1	10	(@ad<"2000" or @ay<"2000") and (job adj search or recruitment adj process) and (payment or fee)	USPAT	OR	OFF	2004/12/22 19:37
S15 3	3	(@ad<"2000" or @ay<"2000") and (job adj search or recruitment adj process or headhunting or headhunter) and (payment or fee) and training	USPAT	OR	OFF	2004/12/22 19:38
S15 4	10	(@ad<"2000" or @ay<"2000") and (job adj search or recruitment adj process or headhunting or headhunter) and (payment or fee)	USPAT	OR	OFF	2004/12/27 06:51
S15 5	1	("6189029").PN.	USPAT; USOCR	OR	OFF	2004/12/27 11:58

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Set Items Description

S1 424 (PD<2000 OR PY<2000) AND JOB(W)SEARCH AND ONLINE AND
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E(W)(RECRUITING OR RECRUITMENT OR HEADHUNTER)

S2 164 RD (unique items)

S3 3 S2 AND (SCORE OR SCORING AND CRITERIA)

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3/9,K/1 (Item 1 from file: 15)

DIALOG(R)File 15:ABI/Inform(R)

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Useem, Jerry

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ABSTRACT: It is not too often that the labor market undergoes a fundamental shift. Usually it takes something pretty big, along the lines of an industrial revolution or a baby boom. But if the new face of job hunting is a Web interface, as it appears to be, that is big. It is not hard to image a future in which employers electronically screen candidates' soft attributes, direct potential hires to a special Website for skills testing, conduct background checks over the Net, interview candidates via a videolink, and manage it all with Web-based software. It is not hard to imagine, because all those services currently exist, or will very soon. Headhunters are scared. Employers, meanwhile, are beguiled by the low cost, high speed, and wide reach of hiring online. Online recruiting threatens to accelerate this decade's key job trends: compulsive job hopping, flexible hiring, and the evolution of an increasingly efficient labor market.

TEXT: Headnote:

The new way to look for a job is also the new way for companies like Cisco, Marriott, Motorola, and Prudential to recruit top managers. Welcome to the

people mart of the future. (Are you ready for human auctions?) by Jerry Useem